



WISCONSIN REGULATORY DIGEST

A Publication of the
PSYCHOLOGY EXAMINING BOARD

No. I

April, 2003

DRL Welcomes New Secretary

Governor Jim Doyle has appointed **Donsia Strong Hill** as Secretary of the Department of Regulation and Licensing. Strong Hill is an attorney concentrating in municipal bond finance at Strong Hill Associates, Ltd. in the Green Bay area. She is a former Brown County assistant district attorney. Before relocating to Wisconsin, she worked in Washington, D.C. as staff counsel to U.S. Representative John Bryant-Dallas, a senior policy analyst for President Bill Clinton, and a senior advisor in the U.S. Department of Energy. A 1983 graduate of

Illinois State University, she received her paralegal certification from Roosevelt University in Chicago in 1985 and a law degree from John Marshall Law School in Chicago in 1989. Strong Hill and her husband Rick Hill live in Oneida and have three sons.

New Appointments

Mary Woolsey Schlaefer, Deputy Secretary

Christopher Klein, Executive Assistant

Patty Hoeft, Division of Board Services

Cris Selin, Division of Management Services

Cathy Pond, Division of Professional Credential Processing

Dr. Kimberly Nania, reappointed as Director, Bureau of Health Service Professions

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Continuing Education for Psychologists for 2001-2003 Biennium

All licensed psychologists are required as a condition of their biennial license renewal to complete at least 40 hours of board-approved continuing education. Six of those CE credits must be in Ethics (see article below). The only exception is for those who obtained their initial licensure during the current biennium. The 40 hours of CE must be completed by **October 1, 2003**. Renewal is up **September 30, 2003**. This CE requirement is contained in section Psy 4.02 of the Administrative Rules, which is printed in the "Psychology Codebook" (available from the department) and can also be found on the department's web page at www.drl.state.wi.us.

Frequently Asked Questions about CE

How many credits are required for Ethics/Jurisprudence? Six credits of Ethics/Jurisprudence are required to fulfill the Continuing Education requirement for renewal.

If a program is titled Ethics will it automatically count? Not necessarily. Be sure to verify that the program content, title and learning objectives are specific to ethics, risk management and jurisprudence education. The key element: program content must improve your practice of psychology in the public interest. This requirement is centered on consumer protection. Also, the fact that a program has been approved for CE credit does NOT mean it is automatically approved for the ethics component of your requirement.

Does teaching count as CE? Approval is dependent on having taught the material for the first time. If teaching as a presenter of a course sponsored or cosponsored approved by the APA, you can be granted the same credit as an attendee. (You should receive the same documentation of attendance as other participants.) If teaching a regionally accredited university or college course, you must document the course registration and the syllabus. It is our understanding that teaching a continuing education course is not considered by the AMA as constituting Category 1 continuing medical education.

Are Self-Developed programs an option?

Self-developed programs are **no longer** an option for fulfillment of the CE requirement. The rule was repealed as of July 1, 2001. Self-developed programs will not be accepted for the 201-2003 biennium.

What is considered acceptable content for CE?

Continuing professional education is designed to update professional skills and develop new areas of expertise. All CE is expected to be at the level of post-licensure professional training.

Can I still get continuing education credit for uncompensated hours of professional assistance to DHFS?

Yes. See section Psy 4.02 (5) of the Code book for details.

SUPERVISION REQUIREMENTS For LICENSURE In WISCONSIN

This table provides a summary of the supervised experience requirements for licensure in Wisconsin.
This information does not substitute for understanding the statutes and rules pertaining to requirements for licensure:
S455.04 and s. Psy 2.09(3)

Responsibility of Supervisor	Licensure Requirement
Supervisor is responsible for the integrity and quality of the training	All Supervised Experience
Primary supervisor must be a psychologist	All Supervised Experience
Supervisor must be licensed 3 years	All Supervised Experience
Supervisor shall have training or experience in supervision of psychological work	All Supervised Experience
Supervisor must be qualified to provide services offered by supervisee	All Supervised Experience
Supervisor must be available to interrupt or terminate the supervisee's activities whenever necessary to ensure adequate training and the protection of the public	All Supervised Experience
Supervisor is responsible for all actions of the supervisee	All Supervised Experience
Supervisors are responsible for insuring both they and the supervisee have the education and training in the areas to be supervised	All Supervised Experience
Supervisors shall not be related by blood or marriage nor be involved in any other dual relationship which obliges the supervisor to the supervisee	All Supervised Experience
Supervisors shall be available or make provisions for emergency consultation and intervention	All Supervised Experience
Quarterly written evaluations are required	All Supervised Experience
Evaluations include strengths and weaknesses and discussed with the supervisee	All Supervised Experience
Supervisors are responsible for determining adequacy of supervisee's preparation for the tasks to be performed	All Supervised Experience
Legal, ethical, and professional responsibility is assumed by the supervisor for all services rendered	All Supervised Experience
Setting Elements	Licensure Requirement
Planned, organized, integrated, and appropriate to the intended practice	All Supervised Experience
Clients must be informed in writing of training status	All Supervised Experience
Supervisors have sufficient knowledge of supervisee's clients to insure effective service	All Supervised Experience
Not less than 16 hours nor more than 40 hours per week	All Supervised Experience
25% face-to-face client contact	All Supervised Experience
At least 40% direct service	All Supervised Experience
Fees for client services may not be billed independently nor accepted by trainee	All Supervised Experience
Trainees participate in multidisciplinary activities	All Supervised Experience
Hours of Supervision	Pre-doctoral Supervised Experience
1,500 hours (post practicum, clerkship, externship, other employment)	Pre-doctoral Supervised Experience
Two (2) hours of formal, individual, face-to-face supervision every week	Pre-doctoral Supervised Experience
Two (2) hours of additional supervisory experience which may include group supervision, etc.	Pre-doctoral Supervised Experience
Identifiable multidisciplinary activities	Pre-doctoral Supervised Experience
Hours of Supervision	Post-doctoral Supervised Experience
1,500 hours must follow completion of all requirements for doctoral degree	Post-doctoral Supervised Experience
One (1) hour of formal, individual, face-to-face supervision every week	Post-doctoral Supervised Experience
Responsibilities of Supervisee	All Supervised Experience
Have background training and experience in preparation for supervised activities	All Supervised Experience
Inform clients in writing of lack of license and possibility that insurance may not reimburse for services	All Supervised Experience
Demonstrate that has had a variety of role models within the field of psychology	All Supervised Experience
Demonstrate appropriateness of setting and activities to the intended area of licensed practice	All Supervised Experience

Summary of the Procedures of the Wisconsin Psychology Examining Board in Licensing Psychologists

Wisconsin's requirements for licensure include 3,000 hours of pre- and post-doctoral supervised experience. "It shall be planned, organized and integrated, and appropriate to the intended area of practice." (Psy 2.09) The board broadly defines the practice of psychology with the intent to acknowledge all areas of psychology for licensure. As a result, applicants can include supervised academic teaching, I/O psychology, and other areas that some jurisdictions do not allow in meeting their 3,000 hour requirement. In light of the breadth of areas and settings, close attention is paid to the consistency between supervised experience and intended scope of practice.

Supervisors and Applicants for licensure are asked to complete an "Intended Practice" form. The form covers General Services (therapy, evaluation, psychological assessment, consultation, and academic teaching), Populations Qualified to Serve (preschool children, children, adolescents, college age in a college setting, adults, and geriatric), Specialized Services (ADD/ADHD evaluation and treatment, behavioral medicine, hypnosis, play therapy, etc.), Specialty Areas (forensic evaluations, custody evaluations, neuropsychology, I/O psychology). The recently revised form has a new section that will include Setting of Supervised Experience [corrections, university/college, inpatient hospital, private practice, I/O and other]. This form includes both the number of hours and indication by the supervisor of whether the applicant is prepared to practice independently in that area.

It is only when supervisors and applicants are not in agreement about qualifications or when the number of supervised hours indicated are significantly low that the applicant is requested to provide additional documentation or delete the area from their intended practice. Information from both pre- and post-doctoral supervisors is considered and the hours of experience are

cumulative. If supervisors do not provide documentation of experience in an area, the applicant is unable to include that area in their intended practice. (Practicum, externships, clerkships, and prior employment are not included as documentation for initial licensure but may be used as partial foundation by licensed psychologists when expanding practice areas.)

Wisconsin's licensure and oral interview process provides an opportunity to insure that the newly licensed are practicing within areas of competence. Every licensed psychologist in Wisconsin has a full, generic license. There is no restricted or limited license unless a result of a disciplinary violation and/or stipulation. When someone is licensed they are informed that their scope of independent practice is established by the documentation provided at initial licensure by their pre- and post-doctoral supervisors. *Each licensee is free to practice in any area of psychology upon licensure.* However, the expectation is that the psychologist is practicing competently *and is seeking consultation/supervision as needed.* The oral interview is the only opportunity for the board to discuss with the newly licensed the need to seek additional training, supervision and/or consultation when entering new areas or settings of practice. The Wisconsin licensure process does emphasize that the licensed psychologist must follow ethical standards regarding boundaries of competence (APA Ethical Principles of Psychologists and Code of Conduct, 1.04 (1992 Code) and 2.01 (2002 Code)). Most applicants for licensure inform the board that their intentions are to continue working in the same or similar areas/settings but are still informed of the procedure to follow for any future expansion of scope of practice.

Every licensee is told they can expand their areas of practice post-licensure by providing documentation of additional experience with an attestation by a consultant/supervisor that the licensee is competent for independent practice in the

added area or setting. The requirements for expanding practice are intentionally specific to the individual and the licensed psychologist with whom they seek consultation or supervision. In some circumstances the training must be extensive and supervision is necessary, for example, adding custody evaluations to a general clinical practice. In other situations, for example, beginning a private practice after training exclusively in counseling centers, consultation is expected to facilitate the understanding of the unique challenges and procedures when functioning in a more isolated and independent setting. The same expectation for attestation by a licensed psychologist is held regardless of the changes in the scope of practice.

In its effort to protect the consumer, special consideration is given to those psychologists who inform the board of an intent to enter private practice when they have worked in only one type of setting throughout their training or have worked only in institutional settings (corrections, college or university counseling centers, rehabilitation centers, the VA, etc.). Since private practice does not necessarily have available the institutional supports (oversight, multidisciplinary teaming, billing and payment systems, established procedures/policies for confidentiality or complaints, etc.), the board is specific about the need to seek consultation/supervision. Individuals are not restricted from an independent practice; however, consultation prior to attestation and formal expansion to full independent practice in a private practice setting is expected.

In summary, the Wisconsin Licensing Board makes every effort to consistently and fairly apply the statutes and rules pertaining to the practice of psychology and responds to questions, concerns or complaints about the implementation of its policies and procedures. Our mandate is to protect the citizens of the state of Wisconsin. It is not only an APA ethical standard but it is also our mandated

responsibility to oversee that licensed psychologists practice within their areas of competence. Informing applicants for licensure or the newly licensed of such an expectation does not, in any way, suggest a lack of respect for their training or independent judgment. The reality is that psychologists can find themselves subject to a complaint as a result of failure to recognize their own limitations. A component of that final step in being licensed as a psychologist in Wisconsin is to inform the applicant that the board and the board office are available if, at any time, they have questions about the practice of psychology. It is our intent to facilitate successful entry of the newly licensed into the field of psychology in Wisconsin and, hopefully, to establish a model of consultation for the challenges that are sure to arise in the future.

NOTICES:

- Copies of the current and past Regulatory Digest are available on the Department's Web site at: www.drl.state.wi.us.
- Supervisors: articles on supervision can be found in the June 2002, December 1998, and December 1997 Regulatory Digest.

The Wisconsin Psychology Examining Board considers the American Psychological Association's (APA's) Ethical Principles of Psychologists and Code of Conduct an important resource for psychologists in providing guidance on prevailing standards of professional conduct. It does not override state law or Board regulations. In addition, it is recognized that other materials and guidelines have been promulgated by other reputable scientific and professional psychological organizations that may also be relevant to a licensee's practice.

When a licensee confronts an ethical or professional practice dilemma, the Board expects that psychologists consider such resources as the Wisconsin Statutes and Administrative Code Relating to the Practice of Psychology, the APA Ethical Code, and their own personal and professional values, as well as seek consultation. The APA Ethical Code can be found in the December 2002 American Psychologist (Volume 57, Number 12) and on the APA web site: www.apa.org.

Changes to APA Principles and Code

The American Psychological Association (APA) has changed the Ethical Principles of Psychologists and Code of Conduct. A comparison of the Principles from 1992 and 2002 is available on the APA website:

www.apa.org

The Board and Department recommend that licensees visit the site to view the changes.

- ✓ **Mobility Update:** Check the Association of State and Provincial Psychology Board's (ASPPB's) web site: www.asppb.org for the latest list of jurisdictions accepting the Certification of Professional Qualification (CPQ). As of March 18, 2003, 27 were accepting and another 16 were in process of changing rules and/or law to accept.

CHANGES in the Continuing Education Requirements for 2003-2005 Biennium: Six in Ethics and two in Cultural Competence, AODA, or Supervision.

For the 2003-2005 biennium, licensed psychologists will continue to be required to obtain **six credits** in ethics, jurisprudence, liability. Although not specifically required, it is expected that licensees will make every effort to become familiar with the new APA Ethics Code and any other changes in practice standards in their area of competence.

In addition, licensees will be required to take **two credits** in one of the following three areas:

- **Cultural Competence** (any program that will help you gain awareness of cultural and racial diversity in assessment, treatment planning, and/or intervention **and/or** heightens your sensitivity to the complexity of issues in providing services to special populations (e.g. sensory or physically disabled, ethnic minority, sexual

orientation, etc.).) The rapidly changing demographics in the state of Wisconsin and in the United States have heightened the need for understanding the impact of diversity on the provision of psychological services.

OR

- **Alcohol and Other Drug Abuse (AODA) identification and treatment** (any program facilitating awareness of symptoms, interventions, treatment resources). There is a profound impact of alcohol and other drug abuse on the citizens of Wisconsin and personal devastation when the problem is overlooked. Psychologists frequently confront issues with AODA in their practice.

OR

- **Supervision** (any program on providing supervision). Supervision, especially for licensure, requires an understanding of the complexity and process issues as well as the competence, developmental stage and goals of the supervisee. The influence of the supervisory process and supervision has long lasting impact on the quality of the service provided.

ALL of these credits must meet the current criteria for approval:

- APA approved sponsor
- AMA category I
- Regionally accredited college or university.

ALL of these credits must meet the current requirement that the courses/programs be:

- At the post-licensure level
- Relevant to the psychologist's practice of psychology

Continuing education credit may be granted for teaching and presenting any of the programs or courses that meet this requirement, but no credit will be granted for subsequent presentations of the same material. No more than 20 credits will be granted for any one program or activity.

Under a rule change proposed by the board but not yet finalized, psychologists will be able to count a maximum of 20 CE credits for publishing a scholarly book or article in a peer-reviewed journal relevant to psychology.

Digests Available Online

Did you know Regulatory Digests are available on the WEB? To view the electronic version, please go to our website, www.drl.state.wi.us, and click on "Publications", and then click on "Regulatory Digests."

Available at this Web location, are the current Regulatory Digests from all of the Boards. In addition, the Regulatory Digests from the past 6 years are listed here.

Disciplinary Actions

The disciplinary summaries are taken from orders that can be reviewed on the Department of Regulation and Licensing Web site: www.drl.state.wi.us. Click on "Publications" and then "Reports of Decisions" to view the order. Decisions reported below may have an appeal pending and the discipline may be stayed. The current status of the discipline may be viewed on the Department's Web Site under "License Lookup," by calling (608) 266-2112 or by checking the progress of cases in court at: www.courts.state.wi.us.

F WILLIAM FRITSCH, PH.D.

ST PAUL, MN

LIMITED

Practiced while having a mental impairment reasonably related to his ability to adequately undertake the practice of psychology. Dated 5-22-2002. Sec. Psy

5.01(11), Wis. Admin. Code. Case #LS0205223PSY

BRIEN M O'BRIEN, PH.D.

MILWAUKEE, WI

REPRIMAND

Obtained only six of the required eight hours of board-approved continuing education in the area of ethics during the biennium preceding October 1, 2001. Dated 6-26-2002. Sec. Psy 5.01(28), Wis. Admin. Code. Case #LS0206262PSY

WILLIAM J KOMASSA,

**PRIVATE PRACTICE SCHOOL PSYCHOLOGIST
BROOKFIELD, WI**

SURRENDER

Failed to obtain 40 continuing education hours required in order to renew his license. Dated 7-31-2002. Sec. Psy 5.01(28), Wis. Admin. Code. Case #LS0207311PSY

ANDREW W PAULSON, PH.D.

MADISON, WI

REPRIMAND

Obtained only 37 of the 40 continuing education hours required to renew his license, and ordered that the three additional hours taken to complete the requirement may not be counted in the current biennium. Dated 7-31-2002. Sec. Psy 5.01(28), Wis. Admin. Code. Case #LS0207312PSY

KIP ZIRKEL, PH.D.

LA CROSSE, WI

REPRIMAND

Failed to maintain required records. Ordered to complete education on treatment planning and documentation. Sec. Psy 5.01(5), Wis. Admin. Code. Dated 12-17-2002. Case #LS0212171PSY

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To find out if a person is licensed:	press 3-2
To file a complaint on a license holder:	press 8
To check the status of complaints:	press 8
For all other licensing questions:	press 1-3

VERIFICATIONS

Verifications are now available online at www.drl.state.wi.us. On the Department Web site, please click on "License Lookup". If you do not use the online system, all requests for verification of licenses/credentials must be submitted in writing. There is no charge for this service. Requests should be sent to the Department address or may be faxed to (608) 261-7083 - ATTENTION: VERIFICATIONS. Requests for endorsements to other states must be made in writing - please include \$10 payable to the Department.

DID YOU KNOW THAT YOU CAN ACCESS MOST INFORMATION ON THE DEPARTMENT OF REGULATION & LICENSING WEB SITE?

Visit the Department's Web site at:

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CHANGE OF NAME OR ADDRESS?

Please photocopy the mailing label of this digest, make changes in name or address, and return it to the Department. Confirmation of changes is not automatically provided. **WIS. STATS. S. 440.11** **ALLOWS FOR A \$50 PENALTY TO BE IMPOSED WHEN CHANGES ARE NOT REPORTED WITHIN 30 DAYS.**

WISCONSIN STATUTES AND CODE

Copies of the Wisconsin Statutes and Administrative Code relating to Psychology can be ordered through the Department. Include your name, address, county and a check payable to the Department of Regulation and Licensing in the amount of \$5.28.